

CIVIL RIGHTS ON DECK



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'Tis *Always* the Season



...to be considerate of those who have differing religious beliefs and perspectives.

The holiday season brings shepherds, decorative office doors, the occasional "holiday" potluck with festive treats, and more to usher in the New Year. The CG cultivates and embraces a diverse workforce of military and civil servants with many religious backgrounds, and during the holidays, requests for Religious Accommodations increase. However, Religious Accommodation is a year-round responsibility. 'Tis always the season to exemplify tolerance for diverse religious traditions and to respect the right of each individual to embrace his/her own religious convictions! For more info, see [COMDTINST 1730.4C](#). Submitted by Ms. Davidad Langley

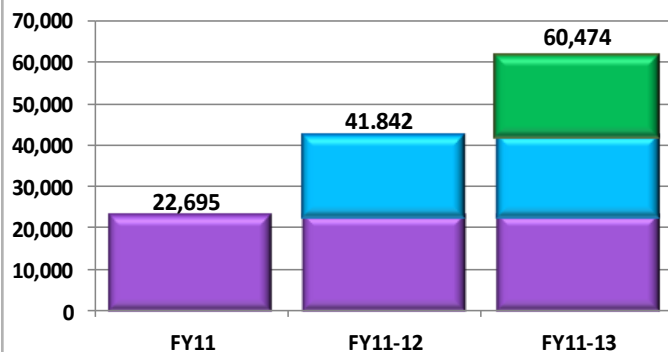
CIVIL RIGHTS DIRECTORATE

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Ms. Francine Blyther, Office
of Civil Rights Operations
CAPT Jennifer Ketchum, Of-
fice of Civil Rights Policy,
Planning, and Resources
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Compliance & Procedures
Division
Ms. Barbara Stewart, Chief,
Solutions and Complaints
Division
CDR Kirby Sniffen, Chief,
Planning and Resource
Management Division
CDR Eric Hoernemann,
Executive Assistant
Ms. Emily Harcum,
Communications Specialist

Civil Rights Awareness Training: Stay Informed and Compliant

During the last three-year period, more than 60,000 CG members worldwide received Civil Rights Awareness (CRA) training. CG attributes its low complaint rate, which is well below the federal average, to the fact that the training is conducted in-person. This face-to-face facilitation allows instructors to adapt examples to suit the audience, field on-the-spot questions and concerns, and test student comprehension before moving through the topics. This ultimately increases the effectiveness of the course. The format is interactive and encourages CG members to share experiences while learning their rights and responsibilities. CG CRA training equips leaders with the knowledge and tools to proactively improve command climate, and keep the CG workforce apprised of policy and procedural changes. CRA training is mandatory and must be taken every 3 years. Are you compliant? If not, check out our online schedule of upcoming training opportunities at <http://bit.ly/CRAtraining>, and contact your local [Civil Rights Service Provider](#) to register today at (888) 992-7387. Submitted by Ms. Jeanell Thomas

CG Members Trained in Civil Rights Awareness



Coast Guard Celebrates National American Indian Heritage Month



Headquarters celebrated National American Indian Heritage Month with guest speaker, Mr. Dennis Zotigh of the Smithsonian National Museum of the American Indian. **Pictured (left to right):** RDML Joseph Vojvodich, Director of Acquisition Programs; Mr. Zotigh; ADM Robert Papp, Commandant of the CG; and VADM Manson Brown, Deputy Commandant for Mission Support.

Agency "Corrective Action" is Not Always the Correct Action



In a recent complaint, the Equal Employment Opportunity Commission (EEOC) held an Agency liable for harassment when a supervisor engaged in unwelcome physical and verbal conduct with an employee (e.g. putting his arms around her waist and shoulders). In support of its decision, the EEOC noted that the employee had complained to co-workers about her supervisor's behavior, and that the Agency's administrative investigation also revealed that the supervisor behaved similarly with other employees. The Agency was held liable for the harassment because the Agency did not take immediate and appropriate corrective action, which is "reasonably calculated to stop the harassment." In this case, the Agency argued that reassigning the employee after the harassment was reported was corrective action. However, the EEOC ruled that transferring the employee was inappropriate, as corrective action should not adversely affect an individual who alleges discrimination. *Moore v. U.S. Department of Education*, Appeal No. 0120111258. Submitted by Ms. Erika Selmon

Meaningful Mentorships: More Than "Just Lunch"



As part of CG's Partnership in Education program, members of local Baltimore Area CG units including Sector Baltimore, Legacy Sustainment Support Unit, Electronics Repair Facility, and the Yard are encouraging academic excellence by serving as mentors to students at Brooklyn Park Middle School. During interaction with their positive role models over lunch, students tackle topics including goal setting, teambuilding, the importance of self-respect, and dealing with conflicts. **Pictured above:** CAPT George Lesher (top row – 5th from right), Commanding Officer of the CG Yard, joins members and their mentees following the "Just Lunch" program at Brooklyn Park Middle School. Submitted by Ms. Dottie Mitchell

To Proficiency and Beyond!



For the second consecutive year, Miami Senior High School's leadership invited Mr. Miguel Flores (Equal Employment Opportunity Specialist, Miami, FL) to speak to their English for Speakers of Other Language students. Mr. Flores shared his parents' experiences. His parents were non-native English-speaking immigrants, who stressed the importance of achieving proficiency in English in order to increase one's opportunities in this country. These presentations are part of CG's Partnership in Education initiative with the Miami-Dade County Public School system, which is the fourth largest system in the United States (2012-13). Submitted by Mr. Miguel Flores

Congratulations, Senior Chief Purifory!



Recently, Chief Kevin Purifory advanced to Senior Chief Electricians Mate during a ceremony sponsored by CG Training Center (TRACEN) Cape May, NJ. Senior Chief Purifory is an Equal Opportunity Advisor for Region 1, Zone 2, which services New York, New Jersey, and Connecticut. Bravo Zulu! **Pictured:** CAPT G. Todd Prestidge (right), TRACEN Cape May Commanding Officer, congratulates Senior Chief Purifory. Submitted by LTJG Torry James

CG Recognizes Education Heroes

Each year, CG recognizes outstanding initiatives and activities of units which collaborate with education institutions and community-based organizations to generate career awareness and a cultivate a diverse workforce. The 2013 CG PIE award honorees are:

Ms. Delores Snow, CG Headquarters – PIE Coordinator of the Year

MSU Texas City & Mr.

Scott Tripp – Sustained Excellence in CG PIE (Mr. Tripp is pictured above with Ms. Gina Fafard, Executive Director of The ISAAC School.)

National Vessel Documentation Center – Best Unit Partnership (up to 100 members)

Sector Los Angeles-Long Beach – Best Unit Partnership (more than 100 members)

Air Station Los Angeles – Best Collaborative Partnership (up to 100 members)

Atlantic Area, District 5, Base Portsmouth, and CGC TAMPA – Best Collaborative Partnership (more than 100 members)

Pictured right: Representative from Banning High School; CAPT Jennifer Williams, Sector LA/LB Deputy; and Ms. Amy Grat, ITEP CEO. More info in [ALCOAST 395/13](#). Submitted by Ms. Gwendolyn White



Register Your Unit's PIE Program

Is your Partnership in Education (PIE) program registered on CG's SharePoint Site? If not, do it now at <http://hqs-spweb10-001:10104/00H/2/CGPIE/>



MLK Day Word Search

Martin Luther King Jr. Day is January 20th! Theme: "Remember! Celebrate! Act! A Day On, Not A Day Off!"

Advocate	Nonviolence	D Y T S E T O R P W E A
Atlanta	Peace	R D E M O N S T R A T E
Birmingham	Prize	E B A T L A N T A I A S
Civil	Protest	A L I V I C R P E A C E
Demonstrate	Rights	M E C N E L O I V N O N
Dream	Speech	R I S P E E C H E A V P
Equality		B I R M I N G H A M D R
		M Q A F Q S X N H H A I
		F N Y T I L A U Q E D Z
		A R I G H T S H R V Q E